



# Australian Bureau of Statistics

## 4913.0 - Pregnancy and Employment Transitions, Australia , Nov 2005

ARCHIVED ISSUE Released at 11:30 AM (CANBERRA TIME) 23/10/2006 First Issue

### NOTES

#### ABOUT THIS PUBLICATION

Pregnancy and Employment Transitions focuses on birth mothers with a natural child living with them who was under two years of age when the mother was interviewed in November 2005. The information collected covers: women's changing hours of work in their job during pregnancy; women's use of paid and unpaid leave associated with pregnancy, the birth of their child and the subsequent caring for the new born child; the length of leave breaks that mothers took in association with their pregnancy and the birth of their child; and the reasons for entering or not entering the workforce following the birth. Details of the work arrangements of the mother's partner, both before and after the birth, were also collected.

#### ABOUT THIS SURVEY

The Pregnancy and Employment Transitions Survey (PaETS) was conducted in November 2005 as a supplement to the Australian Bureau of Statistics Monthly Population Survey (MPS). The PaETS was conducted in both urban and rural areas in all states and territories, but excluded women living in very remote parts of Australia who would otherwise have been within the scope of the survey. The exclusion of these women will only have a minor impact on any aggregate estimates that are produced for individual states and territories, except the Northern Territory where such women account for over 20% of the total female population.

#### DATA NOTES

##### Sampling error

The PaETS was designed primarily to provide estimates at the Australia level. Some broad estimates by state and territory are provided in table 1 of this publication for: the numbers of women who worked while pregnant; women who took maternity leave; and whether they returned to employment with the same employer that they left due to their pregnancy. Table 1 also includes information by state and territory about the length of time (associated with the birth of their child) that women were out of the workforce, the age of the child when they commenced employment after the birth and the leave arrangements of their partner for the pregnancy/birth. Some of the estimates in table 1 (and in other tables) have high sampling errors - users should take note of the Relative Standard Errors (RSEs) presented with each table in assessing the

reliability of the estimates for their purposes. Because of high sampling errors, the more detailed tables in this publication are not presented by state and territory.

## **Other issues for analysis and interpretation**

In analysing and interpreting the PaETS data, users should be aware of the potential for inaccuracy in respondents recalling the circumstances surrounding their employment over the course of a pregnancy that was completed up to two years prior to interview. As the focus of the survey was mothers with children less than two years old (designed to put an upper limit on the recall period as well as to keep the information current), some of the information, such as the age of the child when the mother began working after the birth, does not take account of the return to work circumstances of mothers whose youngest child was born relatively close to the time of interview.

## **ROUNDING**

As estimates have been rounded, discrepancies may occur between sums of the component items and totals.

## **INQUIRIES**

For further information about these and related statistics, contact the National Information and Referral Service on 1300 135 070 or Family and Community Statistics Section on Canberra (02) 6252 5742.

## **SUMMARY OF FINDINGS**

## **INTRODUCTION**

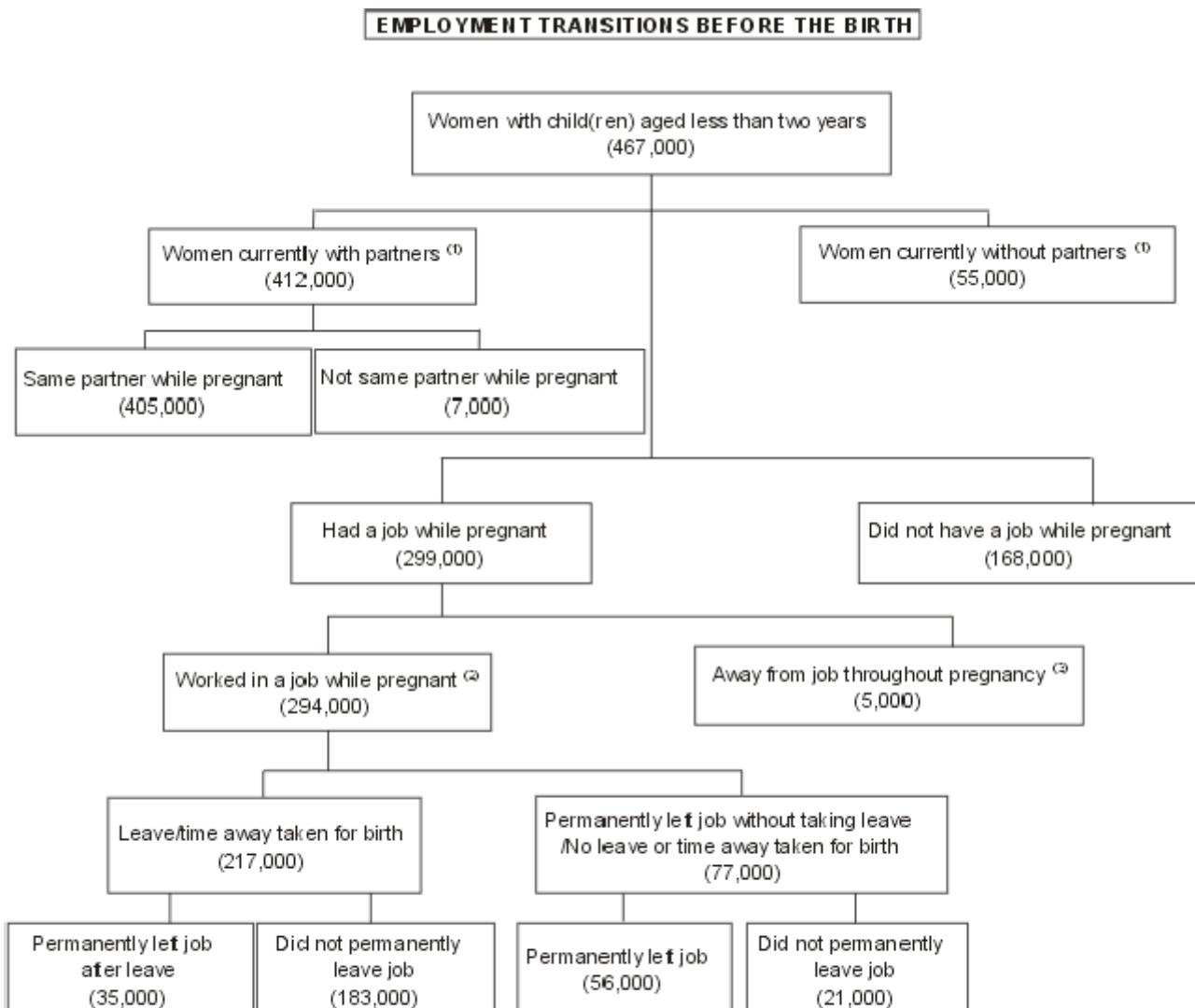
This publication provides summary information, compiled from the Pregnancy and Employment Transitions Survey, on birth mothers with at least one child less than two years of age living with them at the time of interview. The information collected included the mother's age, marital and employment status; and the leave arrangements associated with the birth in the case of mothers who were employed in the period leading up to the birth of their most recent child under two years of age; and where appropriate, reasons for commencing or resuming employment after that most recent birth.

The following diagrams illustrate, within the estimated total of 467,000 birth mothers with children under two years of age living in private dwellings, some of the subgroups of interest in understanding pregnancy/birth related employment transitions, in particular including:

- women who were employed in a job while pregnant
- women who took leave or time away from their job for the birth of their child
- women who were employed in a job after the birth of their child
- women who were currently employed (including those on leave from their job at the time of

interview)

- women with the same partner now as when they were pregnant.

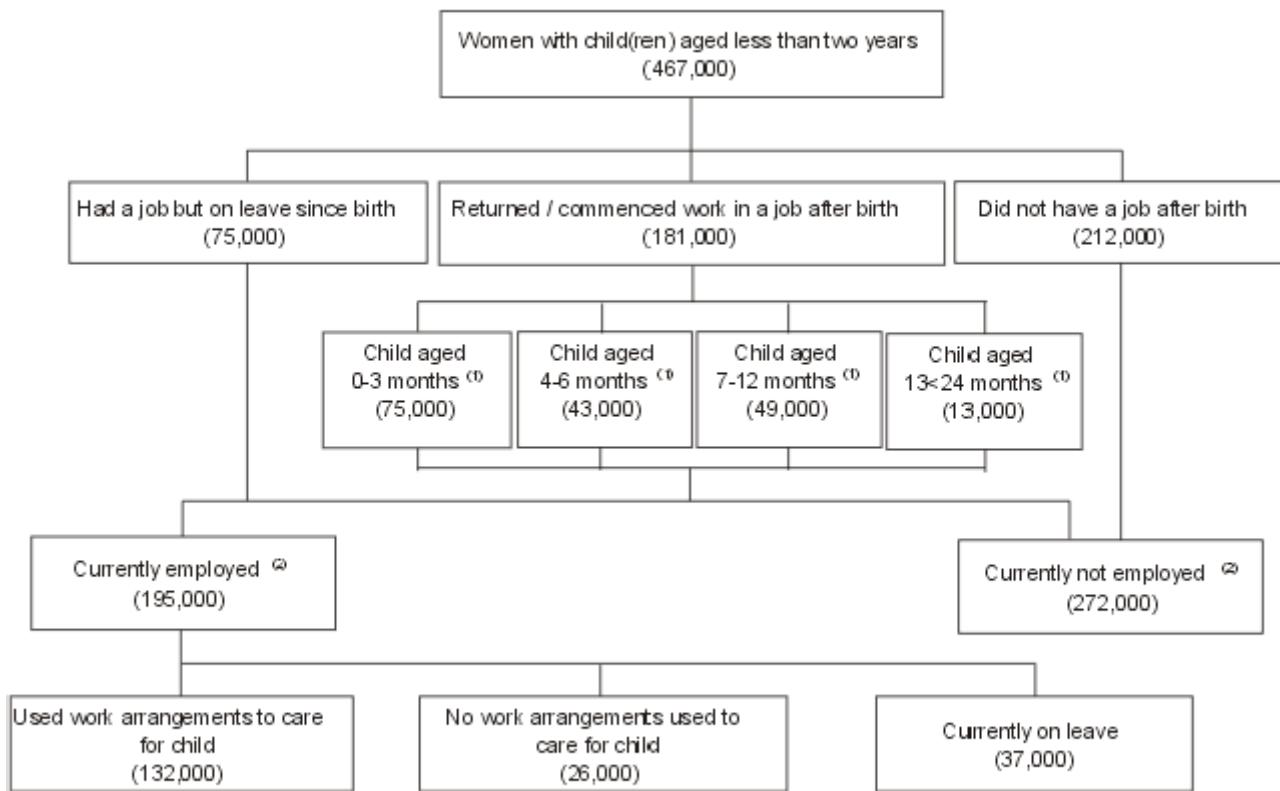


1. As at November 2005.

2. Worked at some time in a job, business or on a farm during pregnancy.

3. Includes 2,000 women who permanently left their job.

## EMPLOYMENT TRANSITIONS AFTER THE BIRTH



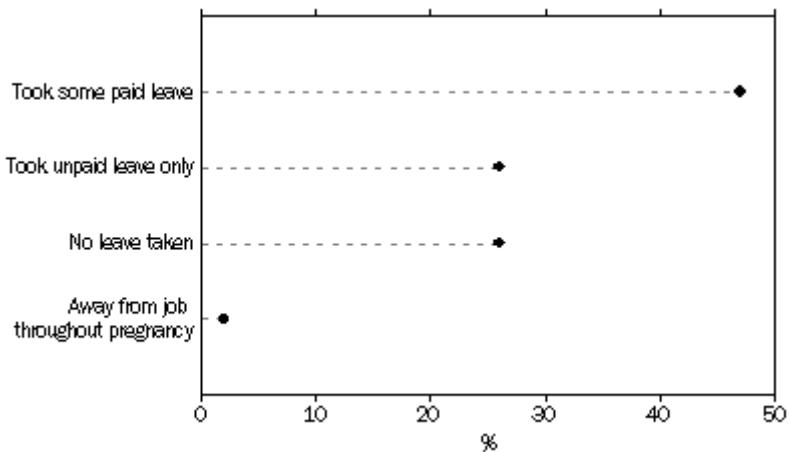
1. Age of child has been rounded to the nearest month  
2. As at November 2005

### Overview

Of the estimated 467,000 women in Australia aged 15 years and over who were the mothers of at least one child under two years of age living with them at the time the mother was interviewed, nearly two-thirds (64%) were aged 30 years or over and the majority (88%) had a partner. The proportion of such mothers with a partner was similar for all age groups except those aged 15 to 24 years where 60% were partnered.

Of the 299,000 women who had a job at some time while pregnant, nearly all (98%) worked in that job at some time during their pregnancy (the remaining 2% had a job that they were away from for the entire period of the pregnancy, such as already on leave for another purpose). Nearly three-quarters (217,000 or 74%) of the 294,000 women who worked in a job at some time while pregnant also took leave or time away from their job for the birth of their child. Paid leave of some sort was taken by 138,000 mothers (63% of those who took leave), including 101,000 women who accessed paid maternity leave.

### WOMEN WHO HAD A JOB WHILE PREGNANT, Use of leave



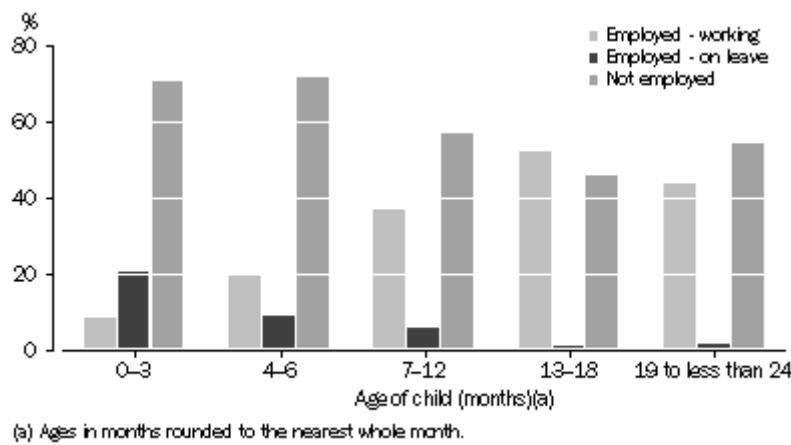
There were 77,000 women who did not report taking any time away from their job while pregnant. Nearly three quarters of these women (56,000 or 73%) reported that they had not taken leave or time away, but had permanently left their job during the pregnancy, even though 45% of these women were leaving jobs that had paid sick and holiday leave entitlements. At the time of interview, 39,000 of these women (or 69%) had not worked since the birth of their child. Of the remaining 17,000 women that had permanently left their job during pregnancy but had worked since the birth of their child, less than half of these women (8,000) were in jobs during their pregnancy that had paid holiday or sick leave entitlements.

Most of the other 21,000 women not taking leave or time away from their jobs were either operating their own business or were contributing family workers (11,000 in total), while some (6,000) were employees whose work arrangements did not entitle them to sick or holiday leave and they did not take formal periods of absence for the birth.

For those 161,000 women who worked in a job while pregnant, and returned to employment after the birth of their youngest child under two years of age, the total time out of the workforce (both before and after the birth) averaged 27 weeks. Of these women, 126,000 had taken leave or time away from work for the birth, with an average absence of 28 weeks. The remaining 35,000 women did not take leave or time away, most commonly because they were operating their own business or had permanently left their last main job while pregnant. On average, these women were out of the workforce for 24 weeks.

By the time that they were interviewed, nearly half of the women with their youngest child under two years of age had worked in a job since the birth (181,000 or 39%), and most of these mothers (126,000) had returned to work with the employer that they had prior to the birth. Of those mothers working in a job since the most recent birth, 75,000 (41%) had commenced work before the child was four months old (rounded to nearest month). Of all women with a child under four months old at the time of interview, 8% were currently working, while for women whose youngest child was aged thirteen months or more (rounded to nearest month) at the time of interview, 48% were working when interviewed.

#### **WOMEN WITH CHILDREN LESS THAN TWO YEARS, Current employment status and age of child**



## Women who worked in a job while pregnant

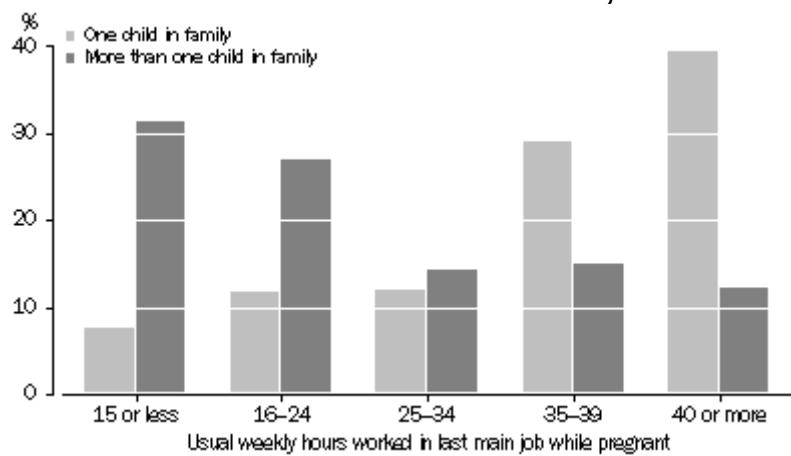
### Occupation of last main job while pregnant

For the 294,000 women who worked in a job while pregnant, the two most common broad occupation classifications to which their main job when working while pregnant were classified were: Professionals (31%); or Intermediate clerical, sales and service workers (24%).

### Number of children in family

Women who had worked while pregnant, and whose only child living with them at the time of the survey was a natural child under two years of age, were more likely (64%) to have had leave entitlements associated with their last main job while pregnant than were women with additional children under 15 years of age (48%). Women with one child were also much more likely to work 35 or more hours a week in their last main job before giving birth than were women with more than one child (68% and 27% respectively).

### WOMEN WHO WORKED IN A JOB WHILE PREGNANT, Usual weekly hours worked



### Changes to hours usually worked during pregnancy

Of women who worked in a job while pregnant 22% reported changing the usual hours that they worked in their last main job during pregnancy. A small proportion of women reported that in their last main job the usual hours that they worked had fluctuated or increased as a result of the

pregnancy, while 14% of women who worked in a job while pregnant indicated that pregnancy was the reason for a reduction in their time at work in their last main job. However, some women may have changed their main job during pregnancy (even if remaining with the same employer or business) to reduce their hours of work, so that their reported last main job in pregnancy already reflected lower hours of work than the job they held at the start of their pregnancy. Multiple job holders may have reduced the hours that they worked in jobs other than their main job, or may have reduced the number of jobs in which they worked.

### Difficulties experienced in the workplace during pregnancy

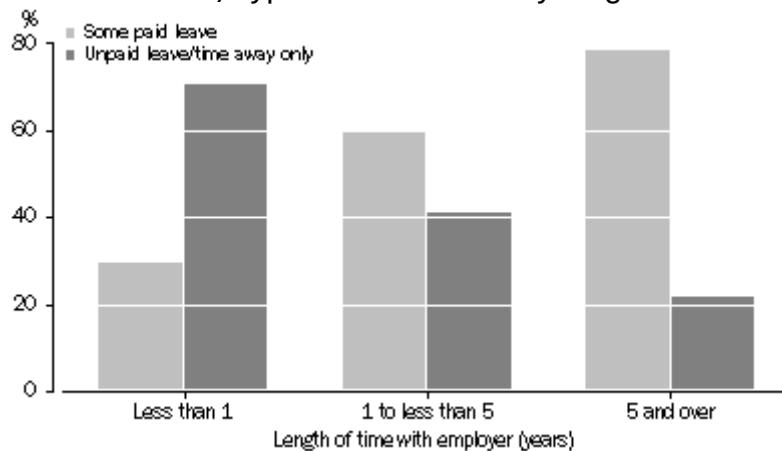
Women who worked in a job while pregnant, and who did not own the business in which they worked, were asked whether they had experienced any difficulties in the workplace while they were pregnant. At least one difficulty was reported by 22% of women who were asked, with the most common forms being: 9% receiving inappropriate or negative comments (43% of those who experienced difficulties); 9% missing out on training or development opportunities; and 7% missing out on opportunities for promotion (32% of those experiencing difficulties). Women were not asked about the reasons for the difficulties, nor whether the difficulties were associated with the pregnancy.

### Leave taken by women for the birth

#### Length of time with employer

While most women who worked in a job during their pregnancy took some leave or time away from work for the pregnancy or birth of their child, the proportion varied with the length of time that they worked for the same employer. Recent starters (those who had worked for an employer for less than a year) were far less likely (53%) to have taken some leave or time away than those who were long term workers (87% for those who had worked for the same employer for five years or more). Recent starters were also far less likely (16%) to have used paid leave for the birth than were long term workers (67%).

**WOMEN TAKING LEAVE**, Type of leave taken by length of time with employer



#### Women who did not take leave for the birth

About one quarter of women who worked in a job while pregnant (77,000 or 26%) did not take leave of any kind for the birth. For 56,000 women this was because they had permanently left their job before the birth. The remaining 21,000 were mainly incorporated or unincorporated business owners or women who indicated that they did not have access to leave entitlements.

## Employment details of women taking leave

Professionals were more likely to take paid leave for the birth of their child than women in other occupations. While 56% of Professionals took paid maternity leave, only 8% of Elementary clerical, sales and service workers took paid maternity leave.

Use of leave for the birth of the child was more prevalent within the public sector (86%) than in the private sector (71%). While 76% of women in the public sector took paid maternity leave, only 25% of women employed in the private sector took such leave.

Women in large firms (employing 100 people or more) were more likely (56%) to take paid maternity leave for the birth than women in firms employing less than 10 people (15%).

## Reasons for not taking paid maternity leave

Of the 170,000 women who had worked in a job while pregnant (other than in their own unincorporated business), and who had not taken paid maternity leave related to their latest birth, half stated that such leave was either not available or not offered by their employer. Over a quarter (28%) of women reported they were not eligible for paid maternity leave, although the reported ineligibility rate was lower (20%) for women who had worked for the same employer for a year or more.

## Entering and returning to the workforce after the birth

Of the 467,000 women with their youngest child under two years of age, 181,000 women had either entered or returned to the workforce after the birth. Most of these women (82%) indicated that when they commenced work in a job after the birth it was on a part-time basis, with nearly half (45%) working 15 hours or less on their return. In addition, some women still on leave from their main job may have returned to work in a second job or commenced work in a second job since the birth of their child.

'Financial reasons' was the most common response (73%) given by women for either starting or returning to work in a job within two years of the birth of their child, followed by 'adult interaction and mental stimulation' (30%). 'Financial reasons' was the most common response across all household income quintiles.

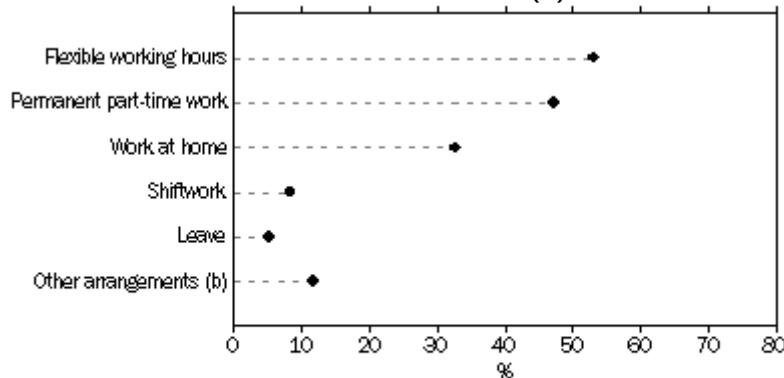
There were 92,000 women who permanently left the last main job they had while pregnant. Nearly all of these women had worked in that job at some time during the pregnancy. The majority of these women (56,000) left their main job without taking leave or any other time away from the job for the pregnancy/birth of their child, while 35,000 women left after taking leave or time away. Of all the women permanently leaving their last main job, at the time of interview there were 36,000 women who had worked since the birth, and 58% of these women had recommenced working by the time their child was six months old. Among these women, the most common reason (43%) to have permanently left their last main job while pregnant was to care for their child. For those 56,000 women who, at the time of the interview, had not worked in a job since the birth of their latest child, caring for their child was the most common reason (58%) for having left their last main job, with about one third of these being full-time jobs which generally (82%) had sick or holiday leave entitlements.

## **Women who were employed at the time of the interview**

While 195,000 women, or 42% of all women with a child under two years of age at interview, were employed at the time of interview, the employed proportion was much lower (18%) for the 12% of women in one parent families. Where the partner at the time of interview was also the partner during pregnancy, 6% of such couple families had neither parent currently employed.

There were 31,000 women with a child under two years of age at interview who were employed at the time of interview but were still on leave for the birth, and 6,000 women on other leave at the time of interview. Of the remaining 158,000 employed women who were working, 83% reported using working arrangements to assist with the care of their child. The most common arrangements used by the working mothers were flexible working hours (44%), permanent part-time work (39%) and working from home (27%). Only 17% of the employed mothers who were asked about their working arrangements reported using no work arrangements to assist with the care of their child.

### **WOMEN CURRENTLY WORKING WHO USE WORK ARRANGEMENTS, Work arrangements used to care for child(a)**



(a) Respondent may have used more than one type of work arrangement.

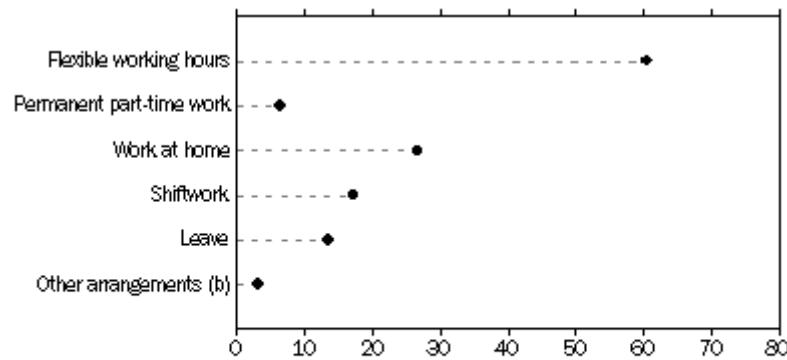
(b) Includes 'job sharing'.

## **Partners during the pregnancy**

There were 405,000 women whose partner at interview was the same as their partner while they were pregnant with their youngest child under two years of age (87% of all women with a child under two years of age). Of their partners, 5% did not work in a job during the pregnancy. For the 384,000 partners who did work in a job, 77% took some form of leave for the birth, although for most of them (74%) the leave period was short (two weeks or less). Some form of paid leave was used during pregnancy by 206,000 partners (70% of those taking leave), with 69,000 partners using paid paternity/parenting leave.

Of the 378,000 partners while pregnant that were employed after the birth of the child, 34% (128,000 partners) used work arrangements in their first main job after the birth to assist with child care. The most common work arrangement was flexible working hours, used by 20% of the employed partners.

### **PARTNER EMPLOYED AFTER BIRTH WHO USED WORK ARRANGEMENTS, Work arrangements used to care for child(a)**



(a) Respondent may have used more than one type of work arrangement.

(b) Includes 'job sharing'.

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# Australian Bureau of Statistics

## 4913.0 - Pregnancy and Employment Transitions, Australia , Nov 2005

ARCHIVED ISSUE Released at 11:30 AM (CANBERRA TIME) 23/10/2006 First Issue

Pregnancy and Employment Transitions is a new survey topic. It will provide important statistics about the experiences of women with young children, including some aspects of women's working experiences while pregnant and after returning to paid work, as well as the use of leave by women and their partners following the birth of a child.

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### EXPLANATORY NOTES

#### INTRODUCTION

**1** This publication provides summary information compiled from the Pregnancy and Employment Transitions Survey (PaETS), conducted throughout Australia in November 2005 as a supplement to the Monthly Population Survey (MPS). The survey collected information from birth mothers aged 15 years and over, usually resident in private dwellings in Australia, with at least one child less than two years of age living with them at the time of interview. The information collected included the mother's age, marital and employment status, the leave arrangements associated with the birth of their most recent child under two years of age, and where appropriate, reasons for commencing employment after that most recent birth.

#### SURVEY METHODOLOGY

##### Scope and coverage

**2** Apart from the scope restrictions relating to adult birth mothers aged 15 years and over, which excluded women not living with their natural child at the time of interview, the survey also excluded from both interview and from the survey estimation benchmarks:

- women who were members of the Australian permanent defence forces;
- women living in non-private dwellings; and
- women living in very remote areas of Australia.

**3** The exclusion of women living in very remote parts of Australia who would otherwise have been within the scope of the survey will only have a minor impact on any aggregate estimates that are produced for individual states and territories, except the Northern Territory where such women account for over 20% of the total female population.

**4** Women living in Indigenous communities where a short MPS form was administered were excluded from enumeration in PaETS, but such women living in other than very remote areas are represented in survey benchmarks for estimation purposes.

**5** In addition, for those women whose partner at the time of interview was out of the survey on scope or coverage (e.g. the partner was in the permanent defence forces), the current labour

force status of the partner is not determined.

## **Sample design**

**6** The sample for PaETS is a sub-sample of about 26,000 private dwellings included in the ABS Monthly Population Survey (MPS) in November 2005. The MPS sample is a multistage selection of private dwellings and a list sample of non-private dwellings.

**7** The final sample on which estimates are based is composed of 1,515 birth mothers aged 15 years and over, usually resident in private dwellings in Australia, with at least one child less than two years of age living with them at the time of interview and for whom most of the information being sought at interview was obtained.

## **Data collection**

**8** Information was collected over a two-week period during November 2005 via computer assisted personal interviewing of birth mothers, where responses were recorded directly onto an electronic questionnaire in a notebook computer. The majority of interviews for the survey were conducted via telephone, with some face-to-face interviews. Where more than one birth mother was present in a selected dwelling, separate interviews were conducted with each mother.

**9** Birth mothers were asked a range of questions regarding their work and leave arrangements during and after pregnancy. In the case of women living with a partner during pregnancy, additional information was collected regarding the partner's leave and work arrangements.

**10** Where the birth mother had more than one child aged under two years living with her, information was sought regarding the work and leave arrangements relating to the youngest child (i.e. the most recent pregnancy).

## **Benchmarking**

**11** The PaETS estimates are compiled using initial weights, based on probabilities of selection, benchmarked to independently estimated numbers of:

- women in the age ranges 15-19 years, 20-24 years, 25-34 years, 35-44 years, 45-49 years, and 50+ years;
- marital status;
- state or territory of usual residence; and
- area of usual residence (Capital city, Balance of state/territory).

**12** These benchmarks excluded women living in non-private dwellings or in very remote areas.

**13** PaETS estimates were not benchmarked to independent estimates of the numbers of children aged two years or less at the time of the survey.

## **RELIABILITY OF THE ESTIMATES**

**14** Estimates in this publication are subject to sampling and non-sampling error.

- Sampling error is the difference between the published estimate and the value that would have been produced if all birth mothers of children aged under two years of age had been included in the survey. For further information on sampling error, refer to the Technical Note.
- Non-sampling errors arise through, among other things: inaccuracies in reporting by respondents, errors in question wording; misunderstanding of what data are required; inability or unwillingness to provide information; and errors made in coding and processing data. These inaccuracies may occur in any enumeration, whether it be a full count or a sample. Every effort is made to reduce non-sampling error to a minimum by careful design of questionnaires, intensive training and supervision of interviewers and efficient processing procedures.

### **Non-sampling error**

**15** Some respondents were unwilling or unable to provide the required information for several of the Pregnancy and Employment Transitions Survey data items (item non-response). In some cases, survey methodology resulted in some information not being sought from some respondents. Regardless of the reason for missing responses for data items, they have been recorded in a 'could not be determined', 'don't know' or 'not stated' category for that data item.

**16** The most significant item non-response affects the household income item, with 18% of records missing data (almost entirely due to non-response).

**17** The next most significant item affected by missing data is leave entitlements in main job while pregnant (8%). Depending on the employment arrangements of individual respondents, details of leave entitlements were collected either in the PaETS or drawn from responses to the Locations of Work (LOW) supplementary survey which was also conducted in November 2005. For some respondents who worked in their own business or who were on leave from their job in the week prior to interview, errors in questionnaire design meant that leave entitlement information was inadvertently not collected in PaETS even though it was also excluded from the scope of LOW.

**18** For most other data items, the rates of missing data for item non-response or instrument error are relatively low. The table below shows the number of women and the proportion where information could not be determined for some Pregnancy and Employment Transitions data items.

### **PREGNANCY AND EMPLOYMENT TRANSITIONS DATA ITEMS WITH A 'COULD NOT BE DETERMINED', 'DON'T KNOW' OR 'NOT STATED' CATEGORY**

	NUMBER '000	PROPORTION(a) %	NUMBER RSE%	PROPORTION(a) RSE%
Leave entitlements in last main job before the birth	22	8	10	9
Sector of employment in last main job before the birth	*3	*1	41	41
Number of employees in workplace in last main job before the birth	*3	*1	40	38
Sector of employment in first main job after the birth	**2	**1	51	50

Equivalised household weekly income	82	18	8	7
Whether partner took leave for birth	8	2	19	19

\* estimate has a relative standard error of 25% to 50% and should be used with caution

\*\* estimate has a relative standard error greater than 50% and is considered too unreliable for general use

(a) Proportion of population of interest (i.e. excluding not applicable).

## OTHER NOTES ON ESTIMATES

**19** Information for some data items, such as 'Whether had leave entitlements' and 'Difficulties experienced in workplace', was not collected for women who operated a business in their main job.

**20** Time away is the only leave type available to unincorporated business owners. In publication tables 'Time away' has generally been grouped with Unpaid maternity leave.

**21** Tables 13-16 present various data in respect of women who have either entered or returned to the workforce following the birth of their child. These relate only to women who at the date of interview were no longer on leave for the birth.

## CLASSIFICATIONS USED

**22** Occupation data are classified according to the **ASCO - Australian Standard Classification of Occupations, Second Edition, 1997** (cat. no. 1220.0).

**23** Industry data are classified according to the **Australian and New Zealand Standard Industrial Classification (ANZSIC), 1993** (cat. no. 1292.0).

**24** Country of birth data are classified according to the **Standard Australian Classification of Countries (SACC), 1998** (cat. no. 1269.0).

**25** Area data (Capital city, Balance of state/territory) are classified according to the **Australian Standard Geographical Classification (ASGC), 2005** (cat. no. 1216.0).

## ACKNOWLEDGMENTS

**26** ABS surveys draw extensively on information provided freely by individuals, businesses, governments and other organisations. Their continued cooperation is very much appreciated: without it, the wide range of statistics published by the ABS would not be available. Information received by the ABS is treated in strict confidence as required by the **Census and Statistics Act 1905**.

## RELATED PUBLICATIONS

**27** Other ABS publications which may be of interest include:

- **Australian Demographic Statistics**, cat. no. 3101.0, issued quarterly
- **Australian Social Trends, 2006**, cat. no. 4102.0
- **Births, Australia**, cat. no. 3301.0, issued annually
- **Child Care, Australia, June 2005**, cat. no. 4402.0
- **Census of Population and Housing, 2001, Selected Social and Housing Characteristics**, cat. no. 2015.0
- **Family Characteristics, Australia, June 2003**, cat. no. 4442.0
- **Household and Family Projections, Australia, 2001 to 2026**, cat. no. 3236.0
- **How Australians Use Their Time, 1997**, cat. no. 4153.0
- **Labour Force, Australia**, cat. no. 6202.0, issued monthly
- **Labour Force, Australia, Detailed - Electronic Delivery, Annual, June 2004**, cat. no. 6291.0.55.001, (Family Data cubes FA1-FA5)
- **Marriages, Australia, 2004**, cat. no. 3306.0.55.001
- **Working Arrangements, Australia, November 2003**, cat. no. 6342.0

**28** Current publications and other products released by the ABS are listed in the **Catalogue of Publications and Products** (cat. no. 1101.0). The Catalogue is available from any ABS office or the ABS web site <<https://www.abs.gov.au>> (Statistics). The ABS also issues a daily Release Advice on the web site (Future Releases) which details products to be released in the week ahead.

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### GLOSSARY

#### **Annual / recreation leave**

Annual / recreation leave is leave provided to employees to have a reasonable break from work each year.

#### **Away from job / business throughout pregnancy**

Women who had a job while pregnant, but who were on leave from their job or business for the full period of the pregnancy.

#### **Balance of state / territory**

This area comprises the region outside of the six state capital city Statistical Divisions. The area includes the Australian Capital Territory and the Northern Territory (except those in very remote areas).

#### **Birth mother**

The natural mother of a child, i.e. the woman who gave birth to that child. Birth mothers residing with at least one child aged under two years were in scope for this survey.

#### **Capital city**

This area comprises the Statistical Divisions of the six state capital cities which are defined in the **Australian Standard Geographical Classification (ASGC)** (cat. no. 1216.0).

#### **Contributing family worker**

A person who works without pay in an economic enterprise operated by a relative. (This category was formerly entitled unpaid family helper).

## **Couple family**

For the purpose of this publication, a family consisting of two persons in a registered marriage or de facto relationship and at least one natural child aged under 2 years, who are usually resident in the household. The family may also include any number of other dependants, non-dependants and other related individuals.

## **Employed**

Persons aged 15 years and over who, during the reference week:

- worked for one hour or more for pay, profit, commission or payment in kind, in a job or business or on a farm (comprising 'Employees', 'Employers' and 'Own Account Workers'); or
- worked for one hour or more without pay in a family business or on a farm (i.e. contributing family workers); or
- were employees who had a job but were not at work and were:
  - away from work for less than four weeks up to the end of the reference week; or
  - away from work for more than four weeks up to the end of the reference week and received pay for some or all of the four week period to the end of the reference week; or
  - away from work as a standard work or shift arrangement; or
  - on strike or locked out; or
  - on workers' compensation and expected to return to their job; or
- were employers or own account workers who had a job, business or farm, but were not at work.

## **Employee**

A person who works for a public or private employer and receives remuneration in wages, salary, a retainer fee from their employer while working on a commission basis, tips, piece-rates, or payment in kind; or a person who operates his or her own incorporated enterprise with or without hiring employees.

## **Employer**

An employer is a person who operates his or her own unincorporated economic enterprise or engages independently in a profession or trade, and hires one or more employees.

## **Equivalised household income**

Total household income that has been adjusted using an equivalence scale. Equivalence scales are used to adjust the actual incomes of households in a way that enables the analysis of the relative wellbeing of people living in households of different size and composition. For a household comprising more than one person, it is an indicator of the total household income that would need to be received by a lone person household to enjoy the same level of economic

wellbeing as the household in question.

## **Family**

Two or more persons, one of whom is at least 15 years of age, who are related by blood, marriage (registered or de facto), adoption, step or fostering, and who are usually resident in the same household. The basis of a family is formed by identifying the presence of a couple relationship, lone parent-child relationship or other blood relationship. Some households will, therefore, contain more than one family.

## **Family / carer's leave**

Leave provided to employees to care for their newborn child and during the first year of the child's life. Some workplaces offer such paid leave ranging from 1-14 weeks. This leave doesn't break continuity of service.

## **Full-time workers**

Persons who usually worked 35 hours or more a week. In this publication full-time / part-time status are in respect of the main job only unless otherwise noted.

## **Gross household income**

Aggregated before-tax income of all members of the household aged 15 years and over. It includes regular receipts from employment, own business and from the lending of assets. It also includes transfer income from government, private institutions and other households but excludes intra-household transfers.

## **Had a job while pregnant**

Women who had a job for some or all of the period during which they were pregnant. This includes women who were away from their job or business throughout their pregnancy.

## **Household**

A group of two or more related or unrelated people who usually reside in the same dwelling.

## **Incorporated business**

A business enterprise possessing a separate legal identity from its owners, limiting their liability for any action or inaction of the corporation. Owners of Incorporated business are generally considered to be employees of that business, and as such will generally have access to the conditions and entitlements of other employees.

## **Job**

In this survey a 'job' is defined as a set of tasks designed to be performed by one person either:

- for an employer in return for pay, commission or payment in kind; or
- as an operator of an enterprise (either incorporated or unincorporated); or
- when engaging independently in a profession or trade; or
- as a contributing family worker working without pay in an enterprise operated by a relative.

## **Job sharing**

Job sharing is an arrangement in which two or more people share the one full-time job, each working part time. Job sharing is available in a wide range of industries, and is in place to help employees achieve a balance between work and other aspects of their life.

## **Leave**

Refers to paid or unpaid time away from work taken by employed persons. An individual's specific work arrangements will determine the particular lengths and types of leave to which they have access.

## **Length of leave**

Refers to the total amount of paid or unpaid leave or time away from a job for the child's birth and subsequent care until the mother returns or joins the workforce after the birth of the child or until the date of interview. It refers to the total amount of leave approved by the employer (irrespective of the period of leave actually taken at the date of interview).

## **Long service leave**

A period of paid leave granted to an employee in recognition of a long period of service to an employer.

## **Main job**

The job in which the person usually works the most hours.

## **Married**

Marital status relates to a 'social marital status' where married is classified as a person who is living with another person in a couple relationship. This relationship is either a registered marriage, or a de facto marriage.

## **Mean**

The mean is the arithmetic average of a group of values. It is calculated by adding the observed values and dividing by the number of observations.

## **One parent family**

For the purpose of this publication, a family consisting of a lone female parent with at least one natural child aged under two years of age who is also usually resident in the family. The family may also include any number of other dependants, non-dependants and other related individuals.

## **Other industries**

Includes Agriculture, forestry and fishing; Mining; Electricity, gas and water supply; Construction; Wholesale trade; Accommodation, cafes and restaurants; Transport and storage; Communication services; Cultural and recreational services; and Personal and other services.

## **Other occupations**

Includes Tradespersons and related workers; Intermediate production and transport workers; and Labourers and related workers.

## **Other paid leave (woman)**

For the purpose of this publication, all types of paid leave other than paid maternity leave.

## **Own account worker**

A person who operates his or her or own unincorporated economic enterprise or engages independently in a profession or trade and hires no employees (this category was formerly entitled Self employed).

## **Paid leave (partner)**

Any form of paid leave that the partner has been granted for the birth or care of their newborn baby. This leave doesn't break continuity of service. May include paternity / parenting leave, family / carer's leave, sick / personal leave, annual / recreation leave, or other paid leave.

## **Paid maternity leave (woman)**

Paid leave that a woman receives for the birth of her child. It is generally for a period before the

due date and just after the birth of the child. Depending on the woman's workplace, she may be entitled to paid maternity leave for a number of months.

## **Partner**

For the purpose of this publication, a person who was:

- in a couple relationship with the selected respondent (either a registered or de facto marriage; including same-sex couples); and
- a usual resident of the same household as the respondent

## **Part-time workers**

Persons who usually worked less than 35 hours a week. In most ABS surveys this applies to hours worked in all jobs, however, in this publication full-time / part-time status is in respect of the main job only unless otherwise noted.

## **Paternity / parenting leave**

Paternity / parenting leave is leave provided to employees to care for their newborn child and during the first year of the child's life. Some workplaces offer such paid leave anywhere from 1-14 weeks. This leave doesn't break continuity of service.

## **Permanently left job**

Ceasing employment in a particular job with no intention of returning.

## **Public / private sector**

The public / private classification is used to identify whether an enterprise is a public or private unit. The public sector includes all government units, such as government departments, non-market non-profit institutions that are controlled and mainly financed by government, and corporations and quasi-corporations that are controlled by government. The private sector includes all other enterprises.

## **Quintile**

A grouping derived by ranking all units in the population in ascending order according to some continuous variable such as income and dividing the ranked population into five equal groups, each comprising 20% of the population.

## **Sick leave**

Sick leave is leave which is provided for employees who are unable to attend work because they are ill, injured, or have a medical appointment. It includes 'Personal leave'.

### **Time away (woman)**

Leave from work taken by unincorporated business owners. Since unincorporated business owners are not considered to be employees of the business (in contrast to incorporated business owners), such leave will generally be unpaid.

### **Unincorporated business**

A business enterprise that does not possess a separate legal identity from its owners, who bear full liability for any action or inaction of the business. The outright owner(s) of an Unincorporated business (and their household(s)) are seen to receive whatever profit or loss occurs during the reference period as income.

### **Unpaid leave (partner)**

Any form of unpaid leave that the partner has been granted for the birth or care of their newborn baby. This leave may break continuity of service.

### **Unpaid maternity leave**

Unpaid maternity leave is leave without pay specifically designed so that women can take time off work to care for their child in their first year, without having to resign. This period of time away from work does not count as a break in service, as it would for some other types of unpaid leave such as 'leave without pay'.

### **Usual hours of work**

Usual hours of work refers to a typical period rather than to a specified reference period. The concept of usual hours applies both to persons at work and to persons temporarily absent from work, and is defined as the hours worked during a typical week. The time includes all regular paid and unpaid overtime.

### **With leave entitlements**

An employee who is entitled to either paid holiday leave or paid sick leave (or both) in their main job.

### **Without leave entitlements**

An employee who is not entitled to paid holiday leave or paid sick leave in their main job.

## **Women with children less than two years old**

The birth mother of a child living in the same household who was under the age of two years at the date of interview. If the birth mother has more than one child under the age of two years, data relates to the pregnancy and work arrangements for the most recently born.

### **Worked in a job while pregnant**

Women who worked in a job or business for some or all of their pregnancy. This includes women who took leave/time away and women who had no leave/time away for the birth depending on their individual employment status. Women who were away from work throughout their pregnancy were excluded.

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# Australian Bureau of Statistics

## 4913.0 - Pregnancy and Employment Transitions, Australia , Nov 2005

ARCHIVED ISSUE Released at 11:30 AM (CANBERRA TIME) 23/10/2006 First Issue

### ABBREVIATIONS

The following symbols and abbreviations are used in this publication:

'000	thousand
ABS	Australian Bureau of Statistics
ANZSIC	Australian and New Zealand Standard Industrial Classification
ASCO	Australian Standard Classification of Occupations
ASGC	Australian Standard Geographical Classification
nec	not elsewhere classified
nfd	not further defined
RSE	relative standard error
SACC	Standard Australian Classification of Countries
SE	standard error

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### APPENDIX

#### POPULATIONS AND DATA ITEMS LIST

The ABS has a range of data available on request from the Pregnancy and Employment Transitions Survey. For a list of the data items and populations which relate to this survey see the Excel spreadsheet titled '**4913.0\_Data\_item\_list.xls**' which can be found under the 'Details Tab' of this publication on the ABS web site. More detailed breakdowns of some data items may also be available on request.

The population(s) for a particular data item refers to the persons in the survey to whom the data relates.

For more information about ABS data available on request, contact the National Information and Referral Service on 1300 135 070 or Family and Community Statistics Section on Canberra (02) 6252 5742.

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### TECHNICAL NOTE: SAMPLING VARIABILITY

#### INTRODUCTION

**1** The estimates in Pregnancy and Employment Transitions, Australia (cat. no. 4913.0) are based on information obtained from the occupants of a sample of dwellings. Therefore the estimates are subject to sampling variability and may differ from those estimates that would have been produced if all dwellings had been included in the survey. One measure of the likely difference is given by the standard error (SE), which indicates the extent to which an estimate might have varied by chance because only a sample of dwellings was included. There are about two chances in three (67%) that a sample estimate will differ by less than one SE from the number that would have been obtained if all dwellings had been included, and about 19 chances in 20 (95%) that the difference will be less than two SEs. Another measure of the likely difference is the relative standard error (RSE), which is obtained by expressing the SE as a percentage of the estimate.

**2** In general, the size of the SE increases as the size of the estimate increases. Conversely, the RSE decreases as the size of the estimate increases. Very small estimates are subject to such high RSEs that they are considered unreliable for most practical purposes. In the tables in this publication, only estimates with an RSE of less than 25% are considered reliable for most purposes. Estimates with an RSE ranging from 25% to 50% are preceded by an asterisk (e.g. \*3) to indicate they are subject to high SEs and should be used with caution. Estimates with RSEs of greater than 50%, preceded by a double asterisk (e.g. \*\*1), are considered too unreliable for general use and should only be used to aggregate with other estimates to provide derived estimates with RSEs of less than 25%.

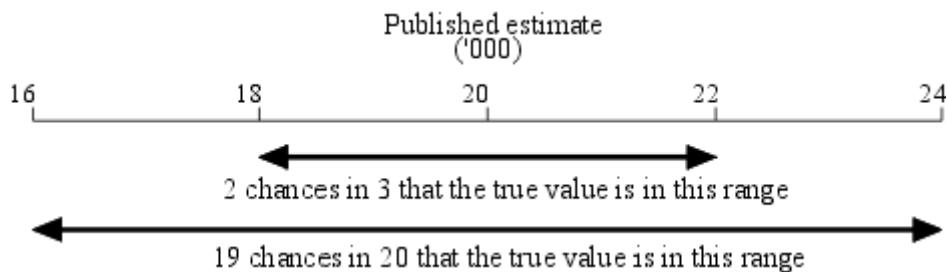
#### CALCULATION OF STANDARD ERROR AND RELATIVE STANDARD ERROR

**3** Each table of estimates in this publication has an associated table of RSEs. The RSEs have been derived using the group jackknife method.

**4** SEs can be calculated using the estimates (counts or means) and the corresponding RSEs. For example, Table 4 shows that the estimated number of employed women with a youngest natural child aged 0 to 3 months is 20,000. In the corresponding RSE table, the RSE for this estimate is shown to be 10%. The SE is:

$$\begin{aligned}
 & \text{SE of estimate} \\
 &= \left( \frac{\text{RSE}}{100} \right) * \text{estimate} \\
 &= 0.1 * 20,000 \\
 &= 2,000 \text{ (rounded to the nearest 1000)}
 \end{aligned}$$

**5** Therefore, there are about two chances in three that the value that would have been produced if all dwellings had been included in the survey will fall within the range 18,000 to 22,000 and about 19 chances in 20 that the value will fall within the range 16,000 to 24,000. This example is illustrated in the diagram below.



### Proportions and percentages

**6** Proportions and percentages formed from the ratio of two estimates are also subject to sampling errors. The size of the error depends on the accuracy of both the numerator and the denominator. A formula to approximate the RSE of a proportion is given below. The formula is only valid when  $x$  is a subset of  $y$ .

$$\text{RSE}\left(\frac{x}{y}\right) = \sqrt{[\text{RSE}(x)]^2 - [\text{RSE}(y)]^2}$$

**7** As an example, using estimates from Table 4, of the 52,000 employed women with a youngest natural child aged 7 to 12 months, 7,000 or 13% were on leave for the birth. The RSE for 7,000 is 23% and the RSE for 52,000 is 8% (as shown in the corresponding RSE table). Applying the above formula, the RSE for the proportion of employed women with a youngest natural child aged 7 to 12 months who were on leave for the birth is:

$$\text{RSE} = \sqrt{(23)^2 - (8)^2} = 22\%$$

**8** Therefore, the SE for the proportion of employed women with a youngest natural child aged 7 to 12 months who were on leave for the birth is 3 percentage points ( $=22/100 \times 13$ ). Therefore, there are about two chances in three that the proportion of employed women with a youngest natural child aged 7 to 12 months who were on leave for the birth is between 10% and 16%, and 19 chances in 20 that the proportion is within the range 7% to 19%.

### Sum or Differences between estimates

**9** Published estimates may also be used to calculate the sum of, or difference between, two survey estimates (of numbers, means or percentages). Such estimates are also subject to

sampling error.

**10** The sampling error of the difference between two estimates depends on their SEs and the relationship (correlation) between them. An approximate SE of the difference between two estimates ( $x - y$ ) may be calculated by the following formula:

$$SE(x - y) = \sqrt{[SE(x)]^2 + [SE(y)]^2}$$

**11** The sampling error of the sum of two estimates is calculated in a similar way. An approximate SE of the sum of two estimates ( $x + y$ ) may be calculated by the following formula:

$$SE(x + y) = \sqrt{[SE(x)]^2 + [SE(y)]^2}$$

**12** As an example, from paragraph 4 the estimated number of employed women with a youngest natural child aged 0 to 3 months is 20,000 and the SE is 2,000. From Table 4, the estimate of employed women with a youngest natural child aged 4 to 6 months is 20,000 and the SE is 3,000. The estimate of employed women with a youngest natural child aged 0 to 6 months is:

$$20,000 + 20,000 = 40,000$$

**13** The SE of the estimate of employed women with a youngest natural child aged 0 to 6 months is:

$$\begin{aligned} SE &= \sqrt{(2,000)^2 + (3,000)^2} \\ &= 4,000 \text{ (rounded to nearest 1000)} \end{aligned}$$

**14** Therefore, there are about two chances in three that the value that would have been produced if all dwellings had been included in the survey will fall within the range 36,000 to 44,000 and about 19 chances in 20 that the value will fall within the range 32,000 to 48,000.

**15** While these formulae will only be exact for sums of, or differences between, separate and uncorrelated characteristics or subpopulations, it is expected to provide a good approximation for all sums or differences likely to be of interest in this publication.

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